

No. KLA/PRC/GOV/REVIEW

Dated : 21 / 01 / 2011

Sub : PAY REVISION COMMISSION REPORT 2010 - REVIEW - REPORTING OF ANOMALIES BY KERALA LIBRARY ASSOCIATION FOR RECTIFICATION

Sir,

Kerala Library Association (KLA) wish to express their gratitude to the Government of Kerala for ensuring the release of a comprehensive Commission Report on the Pay Revision 2010 of the employees of the Government, within a record time!

We had submitted a detailed memorandum to the PRC on 30/04/2010, covering the needs of the Library Professionals of various sectors including the State Central Library, the Legislature Secretariat Library, the Common Pool Libraries, the Municipal & Panchayat Libraries and the Library Systems of the seven Universities of our State. Subsequently, we had a discussion too with the Commission on 11/10/2010.

We are glad to inform you that some of our recommendations related to a few sectors have been substantially accepted by the Commission, as reflected in the final Report. We are looking forward to its implementation without any dilution.

However, in quite a few sectors, the Commission's recommendations are quite unscientific and detrimental to the prospects of our professionals. A wave of protests from among the staff across the State, particularly from the two major sectors, viz., the Universities and the Common Pool Library Systems are of serious nature.

KLA, as a responsible professional association, had thoroughly studied the problems in depth through studies, consultations and discussions. We are submitting herewith our representation on the glaring anomalies observed and a set of specific suggestions for resolving the same.

We humbly request you to favourably consider our views/suggestions for incorporation before implementing the PRC Recommendations.

Thanking you

Yours faithfully
S/d

(KP Sadasivan)

President, Kerala Library Association

Dr. T. M. Thomas Isaac

Minister for Finance

Govt. of Kerala

Trivandrum

Copies to all the Ministers of the Sub-Committee

([Shri. Kodyeri Balakrishnan](#), [Shri. N. K. Premachandran](#), Shri. Jose Thettayil ,
Shri. Kadannappally Ramachandran & [Shri. V. Surendran Pillai](#).)

State Central Library
(Ref. PRC Report Section 7. 77)

a) Recommendations of the PRC

Sl. No.	Designation	Existing Scale of Pay	Modified Scale of Pay	Proposed Scale of Pay
1	State Librarian	16650- 23200	20700-26600	36140-46640
2	Deputy State Librarian	12250-19800	16650-23200	29180-40640
3	Librarian Gr. I	11910-19350	12250-19800	21240-34500
4	Librarian Gr. II	9190-15510	11070-18450	19240-32110
5	Librarian Gr. III	8390-13270	9190-15510	16180-27140
6	Librarian Gr. IV	6680-10790	NIL	11620-18740

b) Anomalies Observed & Rectifications Suggested

Proposed scales for Sl. No. 1-5 are almost in line with our original recommendations, barring the quantum of enhancement as per the 'Modified Scale of Pay' , and hence acceptable.

(ii) But, for Librarian Gr. IV (Sl.No.6) proportionate modification was not applied. Request to uniformly and without discrimination adopt as under :

Modified Scale : Rs. 8390-13270 & Proposed Scale : Rs. 13120-20740

Legislature Secretariat Library
(Ref. PRC Report Section 7. 2)

a) Recommendations of the PRC

Sl. No.	Designation	Existing Scale of Pay	Modified Scale of Pay	Proposed Scale of Pay
1	Chief Librarian	16650 – 23200	20700-26600	36140 – 46640
2	Librarian	13610 – 20700		24040 – 36140
3	Deputy Librarian	12250 – 19800	12930–20250(50%) & 16650-23200(50%)	22360 – 35320 (50%) & 29180-40640 (50%)#
4	Assistant Librarian Gr. I	9590 – 16650	NIL	16980 – 29180
5	Assistant Librarian Gr.II	9190 – 15510	NIL	16180 – 27140
6	Catalogue Assistant	8390 – 13270	NIL	14620 – 23480

50% Posts may be in the HG in the scale of pay of Rs. 29180-40640

b) Anomalies Observed & Rectifications Suggested

- (i) Proposed scales for Sl. No. 1-3 are almost in line with our original recommendations, barring the quantum of enhancement and hence acceptable.
- (ii) But, for Assistant Librarian Gr. I , Grade II & Catalogue Assistant (Sl.No.4 – 6) , proportionate modifications were not applied. Request to uniformly and without discrimination adopt Modified Scales before arriving at the corresponding final Proposed Scales of Pay.
- (iii) When 50% of the post of Deputy Librarian is given HG (Higher Grade) in the scale of Rs. 29180-40640, which is indeed a welcome measure, the scale of Librarian, which is one level higher than the Deputy Librarian, has to be appropriately hiked to overcome the anomaly of the disparity between the upper and lower grades.
- (iv)The Post of **Catalogue Assistant** may be re-designated as **Professional Assistant**.

Common Pool Libraries
(Ref. PRC Report Section 6.4)

a) Recommendations of the PRC

Para 6.4.2 of PRC Recommendation reads :

“ After considering all aspects, Commission recommends no change in the existing system”

The Commission has, in effect, recommended just the default /normal scale conversion as tabulated below !

Sl. No.	Designation	Existing Scale of Pay	Modified Scale of Pay	Proposed Scale of Pay	Remarks
1	Chief Technical Librarian (1) /Senior Grade Librarian (2)	16650–23200	NIL	Not mentioned due to erroneous categorization as UGC Post	1. CTL (1) Seen listed under Technical Edn. (Para 7.19(d).5, Table on Page 212) 2. CTL Shown as UGC. But not so. 3.SGL(2) Not seen included !
2	Scientific Information Officer	13610-20700	NIL	24040-36140	Seen listed under Technical Education (Para 7.19(d).5, Table on Page 211)
3	Senior Librarian	12250–19800	NIL	21240-34500	Seen listed under Medical Education (Para 7.54, Table on Page 315)
4	Librarian Gr. I	11910-19350	NIL	20740-33680	
5	Librarian Gr. II	9190-15510	NIL	16180-27140	
6	Librarian Gr. III	8390-13270	NIL	14620-23480	
7	Librarian Gr. IV	6680-10790	NIL	11620-18740	

b) Anomalies Observed & Rectifications Suggested

1. The PRC Recommendations are totally unscientific, illogical and unacceptable. Different parameters chosen for identical posts/jobs in different sectors like State Central Library , Legislature Secretariat Library, University Libraries and the Common Pool Libraries have resulted in a plethora of new problems in this sector.

2. There is tremendous scope for augmenting and rationalizing the existing anomalies, thereby streamlining the sector, which is currently plagued with quite a few aberrations. Factual errors and omissions of certain posts are also observed.

3. A few glaring issues are listed below for redressal :

(i) Chief Technical Librarian (1) /Senior Grade Librarian (2)

(a) This is the highest Grade in Common Pool sector.

(b) The two posts were equivalent in scale with State Librarian (State Central Library), Joint Director (Line Departments like Industries, Agriculture etc.), Finance Officer Gr. I (Common Category) & Deputy Secretary (Secretariat) as per the PRCs of 1983, 1989, 1993, 1998 & 2006 as detailed below :

Category	1983	1989	1993	1998	2006	2010 (9 th PRC)
Chief Technical Librarian/ Senior Grade librarian	1950-2950	2470-3675	3000-5000	10000-15150	16650-23200	Not mentioned in the report
State Librarian(State Central Library)	1950-2950	2470-3675	3000-5000	10000-15150	16650-23200	36140-46640
Joint Director (Line Departments like Industries, Agriculture etc.)	1950-2950	2470-3675	3000-5000	10000-15150	16650-23200	36140-46640
Finance Officer Gr.1(Common Category)	1950-2950	2470-3675	3000-5000	10000-15150	16650-23200	36140-46640
Deputy Secretary (Secretariat)	1950-2950	2470-3675	3000-5000	10000-15150	16650-23200	36140-46640

(c) Parity should be restored in 2010 also by granting the scale of Rs. 36140-46640

(d) The two posts may be merged and re-designated as **Senior Library & Information Officer**

(e) The post of Senior Grade Librarian exists only at Kottayam Medical College & the Govt. Secretariat Central Library, Trivandrum.

(f) Medical Colleges at Trivandrum & Kozhikode, having much more Courses, Faculty & Students strength, also need to have this post.

(g) Similarly, the Major Govt. Engg. Colleges & Major Law Colleges should also have a Post at this Grade.

(ii) Scientific Information Officer (1)

(a) This post had always been in the scale higher than the Deputy State Librarian(State Central Library) as per the PRCs of 1983, 1989 , 1993, 1998 & 2006 as under :

Category	1983	1989	1993	1998	2006	2010 (9th PRC)
Scientific Information Officer(Common Pool)	1600-2710	2070-3550	2650-4200	8250-13650	13610-20700	24040-36140
Deputy State Librarian(State Central Library)	1300-2650	1650-3175	2375-3500	7450-11475	12250-19800	29180-40640

(b) The anomaly may be eliminated and status quo ante be restored by modifying the existing scale of Scientific Information Officer appropriately and granting the new scale, higher than that of the Deputy State Librarian.

(c) Isolated Post only at College of Engg., Trivandrum. Recommended to create the Post in all the Govt. Engg. & Medical Colleges owing to the specialized S&T Information Services required to be provided.

(iii) Senior Librarian

(a) All pay revisions in the past had granted the same pay scales for Senior Librarian in Common Pool and Deputy State Librarian in State Central Library. But the 9th Pay Revision Commission recommends higher scale of pay for Deputy State Librarian as shown below :

Category	1983	1989	1993	1998	2006	2010 (9th PRC)
Senior Librarian(Common Pool)	1300-2650	1650-3175	2375-3500	7450-11475	12250-19800	21240-34500
Deputy State Librarian(State Central Library)	1300-2650	1650-3175	2375-3500	7450-11475	12250-19800	29180-40640

(b) Parity may be restored by ensuring identical scale for Senior Librarian.

(c) The post may be re-designated as **Library & Information Officer**.

(iv) Librarian Gr.I, Gr. II, Gr. III & Gr. IV

(a) These posts were having identical scales with the corresponding posts in the State Central Library as per the earlier PRCs. But the 9th PRC has made differential treatment, despite the fact that the nature of jobs and the prescribed qualifications remain the same. The details are as under :

Library *	Post : Librarian	Existing Scale	Modified Scale	Proposed Scale
SCL	Gr. I	11910-19350	12250-19800	21240-34500
Common Pool	Gr. I	- do -	NIL	20740-33680
SCL	Gr. II	9190 – 5510	11070-18450	19240-32110
Common Pool	Gr. II	- do -	NIL	16180-27140
SCL	Gr. III	8390-13270	9190-15510	16180-27140
Common Pool	Gr. III	- do -	NIL	14620-23480
SCL	Gr.IV	6680-10790	NIL	11620-18740
Common Pool	Gr.IV	- do -	NIL	11620-18740

* SCL : State Central Library ; Common Pool : Common Pool Library

(b) Parity for identical scales for all the four Grades between Common Pool Libraries & State Central Library , which had been continuing by all the previous PRCs, may be restored and accordingly, the Common Pool Librarians' scales be modified.

(c) Librarian Gr. IV may also be given proportionate modification (which was left out in the State Central Library as well), thereby ensuring uniformity without discrimination and be put them as :

Gr. IV:Modified Scale: Rs. 8390-13270 & Proposed Scale : Rs. 13120-20740

(v) Libraries in Various Departments : Different Scales & Different Posts exist

- a) Needs rationalization.
- b) Professionally qualified personnel to be appointed at appropriate Grades.

University Libraries
(Ref. PRC Report Section 16.25)

Covers :

- Kerala University, Trivandrum
- M.G. University, Kottayam
- CUSAT, Cochin
- Sree Sankaracharya University, Kalady
- Calicut University, Kozhikode
- Kannur University &
- Kerala Agricultural University, Trichur

a) Recommendations of the PRC

(i) Promotions to Assistant Librarian & Deputy Librarian be set apart for UGC qualified hands in future. Till then the (Non-UGC) persons continuing in these higher posts may be allowed to continue in the scale of pay corresponding to the existing (Non-UGC separate) scale of pay.

(ii) The Commission recommends a set of modifications to the existing scales of pay for maintaining parity in different Universities.

1. Kerala University (Ref. Table IV , Page 655)

Sl.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	Deputy Librarian (Non-UGC)	3	16650-23200	29180-40640	Personal Pay
2	Assistant Librarian Gr. I (Non-UGC)	14	12930-20250	22360-35320	Personal Pay
3	Assistant Librarian Gr. II (Non-UGC)	16	11070-18450	20740-33680	University Common Category. To be re-designated as Reference Officer H.G.
4	Reference Assistant	19	10790-18000	18740-31360	University Common Category. To be re-designated as Reference Officer
5	Technical Assistant (Library)	32	9590-16650	16980-29180	To be re-designated as Reference Assistant H.G.
6	Library Assistant	26	8390-13270	14620-23480	To be re-designated as Reference Assistant

2. Calicut University (Ref. Table IV , Pages 660 & 662)

SI.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	Information Scientist	1	UGC		
2	University Librarian	1	UGC		
3	Deputy Librarian	1	UGC		
4	Assistant Librarian	15	UGC		
5	Assistant Librarian	2	12930-20250	22360-35320	Personal Scale
6	Junior Librarian	13	11910-19350	18740-31360	Uty Common Category. To be re-designated as Reference Officer
7	Professional Asst. Grade I	21	9590-16650	16980-29180	Uty Common Category. To be re-designated as Reference Asst. H.G.
8	Professional Asst. Grade II	18	8390-13270	14620-23480	Uty Common Category. To be re-designated as Reference Asst.
9	Library Assistant	13	5250-8390	9190-14620	Uty Common Category. To be re-designated as Library Attender

3. Mahatma Gandhi University (Ref. Table IV , Pages 667-668)

SI.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	University Librarian	1	UGC		
2	Deputy Librarian	1	UGC		
3	Assistant Librarian	5	UGC		
4	Assistant Librarian Gr. I (Non-UGC)	5	12930-20250	22360-35320	Personal Scale
5	Assistant Librarian Gr. II (Non-UGC)	9	11070-18450	20740-33680	Personal Scale
6	Reference Assistant	12	10790-18000	18740-31360	Uty Common Category. To be re-designated as Reference Officer
7	Technical Assistant (Library)	21	9590-16650	16980-29180	Uty Common Category. To be re-designated as Reference Asst. HG
8	Library Assistant	18	8390-13270	14620-23480	Uty Common Category. To be re-designated as Reference Assistant

4. Kannur University (Ref. Table IV , Pages 668 & 673)

Sl.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	University Librarian	1	UGC		
2	Deputy Librarian	1	UGC		
3	Assistant Librarian	3	UGC		
4	Junior Librarian	5	11910-19350	20740-33650	Uty Common Category. To be re-designated as Reference Officer HG
5	Professional Assistant Gr. I	9	9590-16650	16980-29180	Uty Common Category. To be re-designated as Reference Asst. HG
6	Professional Assistant Gr. II	8	8390-13270	14620-23480	Uty Common Category. To be re-designated as Reference Assistant
7	Library Assistant	4	5250-8390	9190-14620	Uty Common Category. To be re-designated as Library Attender

5. Sree Sankaracharya University of Sanskrit (Ref. Table IV , Pages 675 & 676)

Sl.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	Deputy Librarian	1	UGC		
2	Reference Assistant	3	11070-18450	18740-31360	Uty Common Category. To be re-designated as Reference Officer
3	Library Assistant	14	7990-12930	14620-23480	Uty Common Category. To be re-designated as Reference Assistant

6. Cochin University of Science & Technology (Ref. Table IV , Pages 677-679)

Sl.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	University Librarian	1	UGC		Uty. Common category
2	Deputy Librarian	1	UGC		Uty. Common category
3	Information Scientist	1	UGC		Uty Common Category. To be re-designated as Reference Assistant
4	Assistant Librarian	10	UGC		Uty. Common category
5.	Assistant Librarian	10	11910-19350	20740-33680	Uty Common Category. To be re-designated as Reference Officer H.G.
6	Junior Librarian	9	10790-18000	18740-31360	Uty Common Category. To be re-designated as Reference Officer
7	Professional Asst. Gr.I	15	9590-16650	16980-29180	Uty Common Category. To be re-designated as Reference Assistant HG
8	Professional Asst. Gr. II	13	8390-13270	14620-23480	Uty Common Category. To be re-designated as Reference Assistant
9	Library Asst.	10	5650-8790	9190-14620	Uty Common Category. To be re-designated as Library Attender

7. Kerala Agricultural University (Ref. Table IV , Pages 683 & 684)

Sl.No.	Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
1	University Librarian	1	UGC		
2	Deputy Librarian	1	UGC		
3	Assistant Librarian	1	UGC		
4	Reference Assistant Hr.Gr. / Assistant Librarian Gr.II	5	11070-18450	20740-33680	Uty Common Category. To be re-designated as Reference Officer H.G.
5	Reference Assistant	5	10790-18000	18740-31360	Uty Common Category. To be re-designated as Reference Officer
6	Technical Assistant	5	9590-16650	16980-29180	Uty Common Category. To be re-designated as Reference Assistant HG
7	Library Asst.	8	8390-13270	14620-23480	Uty Common Category. To be re-designated as Reference Assistant

b) Anomalies Observed & Rectifications Suggested

The PRC recommendations have created a wave of discontentment across the Universities. We feel that the issues are to be reviewed with utmost care to ensure a contented workforce and development-oriented growth strategy of all the University Libraries in the State.

The following recommendations are proposed for implementation of the PRC Report :

1. Existing nomenclature of posts shall be continued.
2. Assistant Librarian Grade II & Assistant Librarian Grade I shall be merged (as we had originally recommended) and they may be treated as Assistant Librarian (Non-UGC).
3. In order to overcome stagnation, a level above Assistant Librarian shall be created as Assistant Librarian Higher Grade.

4. In lieu of the PRC's recommendation for the creation of Reference Officer (by merging the posts in different Universities in the existing scale of 10790-18000) & Reference Officer HG (by merging the posts in different Universities in the existing scales of 11070-18300 & 11910-19350), we propose to merge all these slightly varying three scales to a single cadre called Junior Librarian. The new scale for this level has to be arrived at based on the amalgamated base scale at 11910-19350.
5. The newly recommended designations of 'Reference Officer' & 'Reference Officer HG' be dropped. Instead, the normalized designations based on the existing pattern transgressing all the seven Universities shall be adopted as : (i) Professional Assistant Grade II, (ii) Professional Assistant Grade I, (iii) Junior Librarian, (iv) Assistant Librarian, (v) Assistant Librarian Higher Grade, (vi) Deputy Librarian & (vii) University Librarian.
6. We propose the following scales for these posts :

(i) Professional Assistant Gr. II	:	Rs. 16180 – 27140
(ii) Professional Assistant Gr. I	:	Rs. 19240 - 32110
(iii) Junior Librarian	:	Rs. 21240 – 34500
(iv) Assistant Librarian	:	Rs. 24040 – 36140
(v) Assistant Librarian Higher Grade (Upon satisfactory completion of 6 years of service as Assistant Librarian)	:	Rs. 29180 – 40640
(vi) Deputy Librarian (non-UGC scale for existing incumbents)	:	Rs. 32110 - 44640
(vii) University Librarian (UGC)		

(Remark : Posts (i), (ii) & (iii) above have been equated with identical posts prevailing in other sectors like State Central Library, to ensure parity)
7. The ratio between Library Assistant , Technical Assistant & Junior Librarian shall be 1:1:1
8. Protection be given to all the existing staff.
9. All eligible incumbents be promoted to UGC Cadre.
- 10.** In order to eliminate the disparity between scales of pay for identical jobs/levels (where the prescribed qualifications, job requirements, work environments and equal scales followed up-till now) in different sectors as observed in the PRC Report, ***all the scales in the University Libraries need to be modified and new enhanced scales should be evolved.***

Some General Remarks

1. There is factual error in a number of cases in the Report, related to the category of post, number of posts, etc.

eg :a) In Calicut University (Table IV , Pages 660 & 662 of PRC Report) it is shown as Assistant Librarian : 15 Posts as UGC & 2 Posts as Non-UGC. But the real status is 16 Non-UGC & 1 UGC

b) Chief Technical Librarian under Common Pool Sector & figuring under Technical Education Section is shown as UGC post , whereas it is still a Non-UGC post.

b) PRC vide Para 16.25(a) recommends Assistant Librarian Gr. I in CUSAT (11910-19350) to Reference Officer HG. But no such post exists there !

2. Certain posts are apparently missing in the Report !

Eg: Senior Grade Librarian in Common Pool sector.

It is suggested that the correct status of the nature and number of posts be collected from the Heads of departments / institutions concerned for the final exercise.
